

## 2014 City of Springfield Benefit Package for SEIU and Non-Union Part-Time Employees



### City Provided Benefits

<b>Medical (Optional)</b>	Choice of Pacific Source HIP or PPO (See Benefit Handbook for details) (See premium table below for employee share of premiums)
<b>Health Reimbursement Account</b>	City pays into HRA to offset out of pocket costs on HIP (High deductible plan) only. <ul style="list-style-type: none"> <li>• \$100 per month for single (\$1200 total annual)</li> <li>• \$200 per month for Two Party and Family (\$2400 total annual)</li> </ul>
<b>Dental (Optional, but required with Medical enrollment)</b>	Oregon Dental Service (ODS) (Employee pays a portion of the premium)
<b>Vision</b>	Part of Pacific Source Medical Plans
<b>Basic Life Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum
<b>AD/D Insurance (Standard Insurance Co)</b>	1 x Annual Salary up to \$100,000 maximum
<b>Retirement</b>	<ul style="list-style-type: none"> <li>• Oregon Public Employee's Retirement System (OPERS)</li> <li>• City pays "PERS Employee pick-up of 6%" of salary after 6 months</li> </ul>
<b>Employee Assistance Program (DIRECTION)</b>	Confidential personal and mental health counseling for all members of the employee's household. <ul style="list-style-type: none"> <li>• 6 free visits per problem per calendar year</li> </ul>
<b>FireMed (OPEU only)</b>	Fire Med membership to all OPEU employees only.
<b>Holidays</b>	Ten (10) regular scheduled holidays plus <ul style="list-style-type: none"> <li>• OPEU: two (2) floating holiday (prorated for partial year)</li> <li>• Non-Union: one (1) floating holiday (prorated for partial year)</li> </ul>
<b>Vacation</b>	<ul style="list-style-type: none"> <li>• Beginning Accrual is prorated from 3.693 hours per bi-weekly pay period based on actual hours worked (exempt employees accrue based on 5.234 hours bi-weekly times the FTE)</li> <li>• Maximum Accrual 500 hours</li> <li>• Maximum payout (after 6 months employment) 80 hours more than annual accrual</li> </ul>
<b>Sick Leave</b>	<ul style="list-style-type: none"> <li>• Accrual prorated from 3.693 hours per month based on actual hours worked per month (exempt employees accrue based on FTE)</li> <li>• Available month following accrual</li> <li>• Prorated for partial months</li> <li>• Maximum accrual 960 hours</li> <li>• Maximum payout at retirement 480 hours</li> </ul>

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### Voluntary Benefits (Employee Paid)

<b>Sick Leave Reserve Program</b>	<p>A bank of sick leave available to employees who exhaust all forms of paid leave due to a serious illness.</p> <ul style="list-style-type: none"> <li>• Must donate one day of sick leave each year to participate in the program</li> <li>• Must re-enroll each year</li> <li>• Eligibility for leave determined by years of service and approval by Human Resources</li> </ul>
<b>Flexible Spending Account (FSA) (Manley Administrative Services)</b>	<p>A voluntary pre-tax payroll deduction for out of pocket medical and/or childcare expenses under IRC Section 125</p> <ul style="list-style-type: none"> <li>• Must be used within the plan year</li> <li>• Cannot change deduction mid-year (except for childcare)</li> </ul>
<b>Supplemental Life Insurance (Standard Insurance Co)</b>	<p>Term life insurance for employee, spouse and children</p> <ul style="list-style-type: none"> <li>• Cost increases with age</li> <li>• Guaranteed coverage if purchased within 30 days of hire</li> </ul>
<b>Accidental Death &amp; Dismemberment Insurance (Standard Insurance Co)</b>	<p>Employee only or family accidental death and dismemberment coverage</p> <ul style="list-style-type: none"> <li>• Up to \$300,000</li> <li>• Family coverage available</li> </ul>
<b>Short Term Disability Insurance (Sun Life Assurance Co.)</b>	<p>60% Gross wage replacement coverage for employees disabled for more than 15 days and a maximum of 90 days.</p>
<b>Deferred Compensation:</b> <ul style="list-style-type: none"> <li>• <b>ING-Financial Planning</b></li> <li>• <b>ICMA/RC</b></li> <li>• <b>Oregon Saving Growth Plan</b></li> </ul>	<p>Retirement investment options under IRC Section 457 provided through:</p> <ul style="list-style-type: none"> <li>• Pre-tax deferral of wages</li> <li>• Employee manages the funds</li> <li>• No withdrawal until termination of employment</li> <li>• \$17,500 limit per year limit</li> <li>• Additional \$5,500 annual catch-up option if over age 50</li> </ul>

### Medical and Dental Rates

Total Medical/Dental Amount per Month	HIP	PPO
<b>Single</b>	\$ 620.80	\$ 745.94
<b>Two Party</b>	\$ 1,326.02	\$ 1,601.18
<b>Family</b>	\$ 1,837.18	\$ 2,212.24
<b>.5 to .64 FTE Total Employee Premium Share</b>		
<b>Single</b>	\$ 93.12	\$ 230.84
<b>Two Party</b>	\$ 198.90	\$ 511.63
<b>Family</b>	\$ 275.58	\$ 738.17
<b>.65 to .79 FTE Total Employee Premium Share</b>		
<b>Single</b>	\$ 83.81	\$ 202.75
<b>Two Party</b>	\$ 179.00	\$ 450.47
<b>Family</b>	\$ 248.03	\$ 654.36